

ADRIAN B. POPA

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EDUCATION

- Ph.D.** Doctor of Philosophy, University of Utah, 2005
Dissertation title: Administrative and Caseworker Perceptions of DCFS Leadership Practices and their Perceived Relationship with Caseworker Job Satisfaction
- M.P.A.** Master of Public Administration, University of Utah, 2005.
- M.S.W.** Master of Social Work, California State University of Long Beach, 1999. *Master thesis title:* Resource Utilization by Elders of Multiple Ethnic Backgrounds
- B.A.** Bachelor of Arts, Social Ecology: Psychology and Social Behavior, University of California Irvine, 1996. *Senior thesis title:* Perceived Productivity of Day and Night Shift Factory Workers

PROFESSIONAL BACKGROUND

- 2025 – Present** Interim Dean, School of Leadership Studies, Gonzaga University
- 2025 – Spring** Acting Dean, School of Leadership Studies, Gonzaga University
- 2012 – Present** Associate Professor, Gonzaga University, Department of Organizational Leadership
- 2023 – Present** Erasmus+ Visiting Professor. West University of Timisoara, Romania.
- 2023 – 2024** Interim Chair, Organizational Leadership
- 2023** Invited Diaspora Visiting Lecturer. West University of Timisoara, Romania
- 2013 – 2019** Chair, Organizational Leadership
- 2012 – 2019** Chair, Institutional Review Board (IRB)
- 2005 – 2011** Assistant Professor, Gonzaga University, Department of Organizational Leadership

Courses Taught

- 412 Leadership and History (undergraduate level)
- 491 Practical Research Methods (undergraduate level)
- 501 Methods of Organizational Research (graduate level)
- 605 Leadership and Imagination (graduate level)
- 610 Organizational Ethics (graduate level)
- 570 Global System (graduate level)
- 620 Leadership Seminar (graduate level)

Courses Designed & Taught

- 501 Methods of Organizational Research (campus & online)
- 503 Organizational Ethics (campus & online)
- 577 Methods of Inquiry & Strategy for Contemporary Global Issues: A [Brussels European Forum](#) Simulation (immersion in Brussels)

690 Leadership and Accompaniment (Timisoara, Romania global immersion in partnership with [United Nations Refugee Agency - UNHCR](#))

689 [Leadership and Hardiness](#) (immersion on Mt. Adams)

777 Leadership & Resilience (Doctoral course)

2016-2021 Editorial Advisory Board Member, [Journal of Leadership Education \(JOLE\)](#)

- Desk review manuscript submissions
- Design, evaluate, and update editorial policies
- Collaborate with Association of Leadership Educators (ALE) Board to advance scope, purpose & future of the journal
- Partner with Editor to represent JOLE at ALE strategy & budget meetings
- Facilitate information sessions at ALE Annual Conferences

2013-2019 Chairperson - ORGL Department (key highlights)

- Responsibilities/Accomplishments
 - Executed the department mission, vision, values & strategy
 - Cultivated a relational team culture for transparent dialogue, positive, proactive, and supportive climate for achievement
 - Implemented long-range department strategies, goals, and policies
 - Performed yearly program outcomes evaluations for accreditation
 - Collaborated with external constituents (e.g. Boeing, WA State Fire Chiefs) for program messaging and graduate recruitment
 - Collaborated with internal constituents (e.g. SLS Advisory Board, iDD, GEM) for market research, enrollment growth strategies, retention rates, & new strategies for program development
 - Established international partnerships for global immersions with [Munich European Forum](#) & [Charles University, Prague](#)
 - Established a European Union ([Erasmus+](#)) bilateral agreement for students & faculty mobility with [West University of Timisoara](#).
- ORGL Program Revision Strategic Initiative
 - Facilitated and led a multi-year program revision initiative in partnership with faculty, staff, students & stakeholders
 - Partnered with Virtual Campus (currently GEM) to gather industry data related to needs in industries, trends in leadership education, emerging competitors & cost of programs
 - Integrated research to develop a persuasive case for program revision
 - Drafted a 40p. report for faculty & staff input, integrated feedback, and finalized the revision proposal for a multi-stage review and approval process at Academic Council
 - Partnered with faculty & staff to steward execution of program
- ORGL Concentrations
 - Partnered with COML to investigate current student interest in a *Global Leadership Concentration*. Collectively designed a concentration proposal for multi-stage review & approval process

- Supported ORGL colleague through the design of *Change Leadership Concentration*
 - Supported ORGL colleague through the design and approval process of *Servant Leadership Concentration*
- Comprehensive Leadership Program (CLP) Minor
 - Collaborated with & supported CLP Director on academic minor proposal
 - Collaborated with CLP Director & Dean to position the CLP program in the School of Leadership Studies
 - Collaborated with Dean to support the appointment of CLP Director position as a tenure-track faculty line in the ORGL program
- Master's in Theology & Leadership
 - Collaborated with and supported Chair of Theology department and faculty in design of a new program integrating ORGL curriculum
- MSN Nursing Leadership in Healthcare
 - Collaborated with and supported Chair of nursing program overseeing the design of a new program integrating ORGL curriculum

2013-2017 Chair – IRB – Institutional Review Board – Gonzaga University

- Reported directly to Provost & provided yearly reports
- Delivered IRB informational & educational session across campus
- Partnered with external Federal Agency IRB expert to evaluate & update forms and review process to Federal HHS standards
- Re-designed the IRB website to represent updated standards, required Principal Investigator training, & standardize submission process,
- Facilitated monthly meetings for full board IRB reviews
- Provide support & individual consultation to Principal Investigators
- Reviewed all IRB research protocols (150-200+ per academic year) before disseminating for expedited or full-board review
- Designed and managed database records of all IRB proposals
- Drafted all corresponding letters to Principal Investigators (PI) that explained and detailed required changes prior to full board approval
- Consulted and partnered with PIs to address required modifications and provided support for final research approval

2009 - 2014 Co-Editor – [*AUDEM: The International Journal of Higher Education and Democracy*](#). A scholarly journal of the Alliance of Universities for Democracy.

- Collaborated with colleague at State University of New York to procure funding and publication of international journal
- Represented the journal at AUDEM annual conferences
- Consulted with international prospective authors

- Desk reviewed all manuscript before assigning blind peer reviews
- Managed the blind review process and line editing for international manuscripts
- Collaborated with SUNY Press for copyediting

2010 - 2014 Secretary – [Alliance of Universities for Democracy](#)

- Record and distribute board meeting minutes
- Maintain accurate records
- Schedule & facilitate correspondence
- Collaborate with European colleagues on conference planning

2004 – 2005 Community Civic Leadership Facilitator with: [West Side Leadership Training Institute](#); University of Utah Neighborhood Partners ([UNP](#)), [Neighbor Works Salt Lake](#), to design long-term community-based leadership initiative to educate and support development of local resident leadership in under-resourced neighborhoods.

- *Stakeholder and citizen consultation*: consulted with various public, private, and non-profit community stakeholders and citizens to assess needs of neglected communities.
- *Leadership curriculum*: partnered with community leaders to design and adapt rigorous evidence-based leadership training curriculum to fit and address community needs.
- *Teaching/training*: collaborated with community liaisons to deliver training curriculum of future community leaders
- *Community projects*: coached community leaders in conceptualizing, developing, planning, delivering, and evaluating community projects.

2001 – 2005 Research Analyst, [Social Research Institute](#), University of Utah.

- *Curriculum and syllabi development*: designed and updated graduate level curriculum with recent research evidence and updated professional standards
- *Program development and evaluation*: gathered data and developed methods for measurement, evaluation and planning. Evaluated Federal and State initiatives and policies to develop, enhance, or renew approaches. Enhanced fidelity of programs through planning and evaluation
- *Grant proposals*: conducted and compiled research, assembled and wrote literature reviews, organized, planned, and prepared budgets and timelines
- *Statistical computation and analysis*: gathered data and analyzed data across software applications, applying descriptive, bivariate, and multivariate statistical analysis. Developed surveys and questionnaires for research and evaluation
- *Staff performance evaluation*: collaborated with team to design evaluation of adjunct instructors. Administered evaluations and compiled data for reflexive feedback.

- 2003 – 2005 Adjunct Instructor**, College of Social Work, University of Utah
- Graduate MSW Level Course:
 - Taught *Advanced Administration and Supervision in Public Services*

- 2001 – 2004 Teaching Assistant** for MSW Distance Program, College of Social Work, University of Utah.
- Instructed and tutored students and facilitated technology for distance learning. Developed diverse pedagogical methods to align with delivery platforms of live broadcast, computer simulations and transmission at distance rural sites.

DIRECT CLINICAL PRACTICE AND ADMINISTRATIVE EXPERIENCE

- 1998 – 2000 Medical Social Worker** at [Loma Linda University Medical Center](#) & [Children's Hospital](#), CA.

Clinical Background Experience

- Neonatal Intensive Care Unit (NICU) Clinical Social Worker & Supervisor
 - Facilitated parent and sibling support groups
 - Provided individual counseling and crisis intervention
- Pediatric Intensive Care Unit (PICU) Clinical Social Worker
- Emergency Medicine (ER) Clinical Social Worker
- Labor & Delivery, Maternity Clinical Social Worker
- *Clinical Certification*: Forensic Interviewer, Resolve Through Sharing (RTS)

Administrative & Program Development Experience

- NICU Clinical and Program Coordinator: Researched and designed clinical and demographic patient data tracking method. Developed instrument to measure patient and family satisfaction based on needs assessment and benchmarking methods. Collaborated with patient care partners and community stakeholders to meet the needs of families and patients.
- NICU Supervisor and Team Leader of Family Centered Care Initiative: Strategically plan, design, and collaborate with community partners to centralize medical and social services for patients and families. Organized qualitative measures and facilitated procedures to gather needs assessment data and information from staff and families to meet organizational fiscal goals and specific needs of patients and families. Implemented methods to set measurable goals that indicate fidelity of program and to further inform principles of the intended initiative. Represented clinical discipline in committees assigned to prepare, measure, and evaluate JCAHO compliance.
- Pediatric Forensic Team Member: Family counselor representative for medical child abuse investigative team. Collaborated on child abuse cases and presented evidence to inform and construct plan of action with forensic team. Facilitated community and stakeholder collaborative partnerships for involvement for investigations, discernment, and recommendations regarding placement, kinship care, training and education, with the overall goal of reunifying families.

- NICU Clinical Supervisor: supervised, trained, and mentored graduate students on clinical interventions with families, program and organizational development, and program evaluation.
- MSW New Employee onboarding: onboarded new social work employees in job specific duties and clinical responsibilities.
- Clinical Educator: directed and presented psychosocial training with emphasis on crisis intervention, bereavement counseling, clinical intervention skills with children and families and family centered care initiatives.

Committees served

- Family Centered Care Initiative (task force leader):
- Research, development, recruitment, interview & training

1995 – 1998 Behavioral Interventionist, Autism Coalition for Creative Educational and Social Services (ACCESS), Irvine CA

- Developed, customized, and implemented behavioral modification and educational programs with clients and families, and managed clinical case load
- Collaborated with clinical team and parents on program modification & plan of care
- Partner with and train parents to apply cognitive behavioral strategies
- Partner with schools and teachers in preserving, extending, and matching clinical plan of care with in-class individual education plans (IEP)

SCHOLARLY PEER-REVIEWED MANUSCRIPTS

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| 2026 | Popa, A. B. (2026). The redemptive role of resilient leadership in an uncertain world. (to be submitted to Political Studies Forum). |
| 2025 | Goodwin, I.D., Popa, A.B. , Almeida, N.G., Burke, D.M., Chan, J.A. & Etheridge, L.D. (2025). <i>Of Gods and Men</i> and Community Resilience: Teaching PsyCap Through Film. Journal of Leadership Education . |
| 2023 | Popa, A. B. (2024). The Stoic existential courage of servant leadership in high stakes teams: implications and applications of Stoicism through servant leadership practices. (Completed first draft to be submitted to International Journal of Servant Leadership) |
| 2023 | Thirupal, M. & Popa, A. B. (2023). Navigating complexity with motivational interviewing: Implications of change talk strategies for leadership educators in communities of practice. (accepted and in press with Journal of Leadership Education) |

- 2017** **Popa, A. B.,** Hazel, M. & Barker, D. (2017). Learning about the predictive power of young voter party affiliation and leadership perceptions in U.S. Presidential Elections. *Journal of Leadership Education*, 17(3).
- 2012** Whatley, L. R. & **Popa, A. B.** (2012). Community and leadership: The role of humility, rhythm, and experiential learning. *Journal of Leadership, Accountability and Ethics*, 9(4), 113-143.
- 2012** Andenoro, A. C., **Popa, A. B.,** Bletscher & Albert, J. (2012). Storytelling as a vehicle for self-awareness: Establishing a foundation for intercultural competency development. *Journal of Leadership Studies* 6(2), 102-109.
- 2012** **Popa, A. B.** (2012). Learning about hardiness and servant leadership by accompanying refugees at a United Nations resettlement camp. *Journal of Leadership Studies*, 6(1), 72-78.
- 2012** **Popa, A. B.** (Oct/Nov, 2012). A quantitative analysis of perceived leadership practices in child welfare organizations. *Journal of Public Child Welfare* 6(5), 636-658.
- 2012** **Popa, A. B.** & Kingsley, B. (2012). Teaching ethics: Using moral imagination to explore worldviews and expand perspectives. *Journal of Business and Leadership*, 7, 14-22.
- 2012** Hickman, N. & **Popa, A. B.** (2012). The perceived impact of geographically dispersed work teams on job attitudes. *Journal of Business and Leadership*, 7, 92-101.
- 2011** **Popa, A. B.,** Hazel, M., Whatley, L. R., Andenoro, T., Crandall, H. (2011). Young voter's perceptions of candidates' leadership practices in the 2008 U.S. Presidential Race. *Journal of Leadership Studies*, 5(3), 25-39.
- 2011** **Popa, A.** (2011). [Review of the book Meeting the ethical challenges of leadership, by Craig E. Johnson]. *Administration in Social Work*, 35(1), 110-112.
- 2011** **Popa, A.** (2011). [Review of the book Leadership: A critical text, by Simon Western]. *Administration in Social Work*, 35(1), 107-109.
- 2011** **Popa, A. B. (2011).** Learning from post-conflict societies through the eyes of political trauma victims: An interview with Romanian psychologist and family therapist Ileana Rogobete. *AUDEM: The International Journal of Higher Education and Democracy*, 1, 106-114.

- 2009** **Popa, A. B. & Andenoro, A. C.** (2009). The perceived relationship between leadership practices and job attitudes in human service organizations. *Journal of Business & Leadership*, 5(2), 56-67.
- 2009** **Popa, A. B.** (2009). Form follows function: A backward design to develop leadership ethics curriculum. *Journal of Leadership Education*, 8(1), 59-71.
- 2008** Enlow, B. & **Popa, A. B.** (2008). Developing moral imagination in leadership students. *Journal of Leadership Education*, Special Issue Popular Culture in Leadership, 7(2), 24-31.
- 2006** **Popa, A. B.** (2006). Leadership in Child Welfare. In Jannah H. Mather, *Child Welfare*. United States: Thompson/Wadsworth.
- 2005** **Popa, A. B. & Vogel, M. B.** (2005). Families and Social Policy. In Grafton H. Hull, Jr. & Jannah H. Mather, *Understanding Generalist Practice with Families*. Belmont, CA: Brooks/Cole.
- 2004** Frost, C. J. & **Popa, A. B.** (2004). Comparative course results within a technological exchange. *Asian Journal of Distance Education*, 2(3).
- 2004** **Popa, A. B. & Frost, C. J.** (2004). Pedagogy at a distance: Investigating a paradigm shift driven by technology. *Perspectives in Higher Education Reform* 13.
- 2003** **Popa, A. B.** (2003). Incorporating leadership capacity in the academic curriculum. *Perspectives in Higher Education Reform* 12, 252-257.
- 1998** Master of Social Work Thesis: *Resource utilization by elders of multiple ethnic backgrounds* (unpublished).

FUNDING

- 2023+** **EXTERNAL** 3-5yr funding from European Union through [Erasmus+](#) EU program bilateral mobility scholarship for education and research. Collaboration with [West University of Timisoara](#), Romania.
- EU funding supports yearly student & faculty exchanges between collaborative institutions
 - EU funding supports travel, accommodations, and monthly stipend for students and faculty
- 2022** **INTERNAL** funding of \$3,500 from International Education Council at Gonzaga University. Funds used to deliver workshops with NGO, public city employees, and universities in Romania & Turkey.

NON-ACADEMIC MANUSCRIPTS, WORKSHOPS & CONSULTING

- 2022** [Aurel Vlaicu University](#), **Arad Romania**. Resilient leadership workshop. Cultivating vision, understanding, clarity & agile mindset. Undergraduate population.
- 2022** **Arad City Mayor’s Office Personnel, Romania**. Resilient Leadership Workshop.
- 2022** [West University of Timisoara](#), **Romania**. Resilient Leadership Workshop. Doctoral student in Political Science.
- 2022** [Munich European Forum](#) **Mid-Year Planning Convention, Istanbul Turkey**. Resilient leadership workshop facilitation with Board of Directors.
- 2022** Popa, A. A. & Krause, R. (2022). *The courage of servant leadership in high stakes teams (feature article)*. [Aircraft Rescue & Fire Fighting Working Group Magazine](#), 5(33), p.6-13.
- 2011** **Popa, A. B.**, Medina, A. A., Shevland, J., Ortiz, F., Sheppard, K. M. (2011). Task Force on Wellness Report and Recommendations. Gonzaga University Student Life Division.
- 2009** **Popa, A. B.** (2009). Review of Report of Round 6 & 7 of Consumer Testing of HUD’s Good Faith Estimate (GFE) Form. The U.S. Department of Housing and Urban Development.
- 2008** **Popa, A. B.** (2008). [Critical Evaluation of Qualitative HUD Report](#), Round Six. The U.S. Department of Housing and Urban Development
- 2008** **Popa, A. B.** (2008). Evaluation of the American Therapeutic Recreation Association Code of Ethics. Summative Evaluation Report.
- 2007** **Popa, A. B.** (2007). Peer review report. Consumer Testing of HUD’s Good Faith Estimate Form. The US Department of Housing and Urban Development
- 2005** Administrative and Caseworker Perceptions of DCFS Leadership Practices and their Perceived Relationship with Caseworker Job Satisfaction. Division of Child and Family Services Study Report.
- 2002** Perceptions of Utah Judges, Attorneys General, and Guardians ad Litem on Current DCFS Practice – Follow-Up Survey Results (Utah State Report – Division of Child and Family Services)

ACADEMIC CITIZENSHIP & SERVICE

2024 – present	Academic Council
2024 – present	Graduate Programs Committee
2024 – present	School of Leadership Studies, Education Innovation Committee
2020 – present	School of Leadership Studies Reappointment, Tenure & Promotion Committee
2022	School of Leadership Studies Alumni Immersion. Partnered with Director of PACE, Kelsey Solberg to co-facilitate and guide 12 alumni on the Pacific Crest Trail.
2017-2022	International Education Council (IEC), Gonzaga University.
2021	School of Leadership Studies Alumni Immersion. Partnered with Director of PACE, Kelsey Solberg to co-facilitate and guide 12 ORGL U.S. Military Veteran alumni on Mt. Adams. The objective of the climb was to raise awareness about PTSD and stories of hope from Hope Has a Cold Nose book written by Christine Hassing, ORGL alumni.
2020	School of Leadership Studies Alumni Immersion. Partnered with Director of PACE, Kelsey Solberg to co-facilitate and guide 10 ORGL alumni on Mt. Whitney CA.
2019	School of Leadership Studies Inaugural Alumni Immersion. Facilitated first outdoor leadership alumni with 12 ORGL alumni on Mt. Whitney CA.
2016-2021	Association of Leadership Educators: Journal of Leadership Education Editorial Advisory Board
2017-2019	Gonzaga University Provost Search Committee
2013-2019	Chair: Department of Organizational Leadership
2012-2018	Peak7 Adventures Board Member
2012-2017	Chair: Institutional Review Board (IRB)
2006-2012	IRB Board Member
2013	Guest Editor – Issues of Interest for Social Work Practice
2012	Guest Editor – Journal of Leadership Studies
2011-2014	Board Member – Alliance of Universities for Democracy
2011-2012	Conference Planning Committee: Association of Leadership Educators
2009-2014	Co-Editor for <i>AUDEM: The International Journal of Higher Education and Democracy</i>
2009-2011	Wellness Committee Task Force, Gonzaga University
2008-present	Reviewer, Journal of Business and Leadership
2008-present	Reviewer, Journal of Leadership Educators
2009-2010	Living and Learning Committee, Student Life Gonzaga University
2008-2009	Chair: ORGL Faculty Search Committee Chair
2006-2008	Association of Leadership Educators conference planning committee
2005-2007	Gonzaga University School of Nursing, Faculty Search Committee
2003–2005	Technology Committee, College of Social Work, University of Utah
2002–2004	Adjunct faculty performance Committee, College of Social Work, University of Utah

2002–2005	Webpage Development Team , University of Utah, Social Research Institute
2002–2005	Curriculum and syllabi development committee for Public Domain/Concentration, College of Social, University of Utah
2001–2002	Doctoral Student Representative , College of Social Work, University of Utah
2001–2005	Public service domain committee , College of Social Work, University of Utah
2001–2004	Diversity Committee , College of Social Work, University of Utah

PRESENTATIONS

October 2025	International Leadership Association. <i>Courageous Humility: A New Ethical Principle for Global Governance</i> . Prague, Czech Republic.
December 2024	Erasmus+ Visiting Lecturer. West University of Timisoara , Romania. Presentation Title: <i>Existential courage for uncertain times: Finding meaning and strength in a complex world</i> .
December 2024	Invited Speaker at Diplomatic Skills Conference for European Security and Defense College . West University of Timisoara, Romania, Presentation Title: <i>Resilient leadership and diplomacy: navigating the emergent landscape</i> .
December 2023	Invited Diaspora Visiting Scholar. West University of Timisoara , Romania. Conference organized by Faculty of Political Science, Philosophy, and Communication Sciences. Presentation Title: <i>From Crisis to Resilience: Adaptive Leadership Practices to Navigate Political Realities</i> .
December 2023	Invited Speaker at Diplomatic Skills Conference for European Security and Defense College . West University of Timisoara, Romania, Presentation Title: <i>Unleashing the Power of Theory U in Diplomatic Mediation: From Impasse to Understanding</i> .
December 2023	Invited Panelist at AREOPAGUS Christian Education and Contemporary Culture Center. Presentation: <i>Probing the paradox of forgiveness: Christian Mihut, Adrian B. Popa (Gonzaga University) & Silviu Rogobete (University West of Timisoara)</i> .
April 2023	Romanian Diaspora 2023 Conference, Timisoara. Invited and sponsored by Director of the Doctoral School of Philosophy, Sociology and Political Science at West Timisoara University, Romania. Presentation Title: <i>The redemptive role of resilient leadership in an uncertain world</i> .
January 2022	15th Annual ARFF Leadership Symposium : High Altitude Servant Leadership in High Stakes Team.

May 2017	Washington State Fire Chiefs Association Annual Meeting. Presentation: Strategic contemplation to unlock a learning mindset. Prepare & Perform with Good Character Conference.
March 2017	University of Washington School of Medicine, Spokane. Presentation: Resilient Leadership: Creating organizational context for flourishing
May 2016	Emerging Leadership Program Presentation: Emerging Leaders Program Presentation: Leadership Metanoia: What adventure teaches us about resilient leadership.
May 2016	Washington State Fire Chiefs Association Annual Meeting Presentation: Resilient Leadership: Creating organizational context for flourishing.
December 2015	Coeur d'Alene Executive Talk, Chamber of Commerce, Coeur d'Alene Presentation: Resilient Leadership, Creating organizational context for flourishing
November 2015	Emerging Leaders Program Presentation: Leadership Metanoia: What adventure teaches us about resilient leadership.
September 2015	Chamber of Commerce, Coeur d'Alene Presentation: Leadership Metanoia: What adventure teaches us about positive organizational behavior.
January 2015	Dorian Studios Annual Employee Development Presentation. Resilient Leadership: What the mountains teach us about a learning mindset.
October 2014	Alliance of Universities for Democracy 24 rd Annual International Conference, Skopje, Macedonia. Topic: A qualitative inquiry into the role of moral imagination in young voters.
July 2014	Association of Leadership Educators. San Antonio, Texas. Topic: Do perceptions of presidential leadership capacity influence voting when controlling for party affiliation? Using a transformational leadership framework to explore young voter political attitudes.
October 2013	Alliance of Universities for Democracy 24 rd Annual International Conference, Sarajevo, Bosnia-Herzegovina. Topic: <i>Young Voter's Perceptions of Candidate's Leadership Practice in the 2012 U.S. Presidential Race.</i>
October 2012	Alliance of Universities for Democracy 23 rd Annual International Conference, Kielce Poland. <u>Topic</u> : <i>Perceptions of Presidential Leadership: Political attitudes of undergraduates in the U.S..</i>

- October 2012** Eastern Washington University – Ethics Teach In. Topic: *The Role and Relevance of Moral Imagination and Hardiness in Social Work Ethics.*
- October 2011** Business & Leadership Symposium, Fort Hays State University, Kansas. Topic: *Teaching Ethics: Expanding Ethical Perspectives by Cultivating Moral Imagination*
- October 2011** Business & Leadership Symposium, Fort Hays State University, Kansas. Topic: *The Perceived Impact of Geographically Dispersed Work Teams on Job Attitudes*
- October 2011** Alliance of Universities for Democracy 22nd Annual International Conference, Dubrovnik, Croatia. Topic: *The Role of Student Health and Wellness in Higher Education: Exploring health and wellness student behaviors at a liberal arts private institution*
- October 2011** Guest Lecturer, Gonzaga University, Leadership and Psychology. Presentation topic: Psychological Hardiness: Theoretical framework and application.
- August 2011** Fairweather, M., Crandall, H., **Popa A. B.**, Poster Presentation: National Conference on Health Communication, Marketing, and Media, *Exploring Perceptions of Health Promotion In Workplace Wellness Programs*
- December 2010** Guest Lecturer, Gonzaga University, Leadership and Psychology. Presentation topic: Psychological Hardiness: Theoretical framework and application.
- November 2010** Guest Lecturer, Gonzaga University. School of Professional Studies Collaborative Research Forum. Presentation topic: Psychological hardiness of citizens in post conflict societies.
- November 2010** Alliance of Universities for Democracy (AUDEM), 21st Annual Conference, Pecs, Hungary. Presentation topic: Psychological hardiness of citizens in post conflict societies.
- November 2009** Alliance of Universities for Democracy (AUDEM), 20th Annual Conference. Bursa, Turkey. Presentation Topic: “Take me to your leader”: Young voter’s perceptions of candidate’s leadership capacity in the 2008 U.S. Presidential Race
- July 2008** Association of Leadership Educators Annual Conference: Spokane, WA. Presentation Topic: Using Grounded Theory Approach to Explore Moral Imagination with Leadership Students.

November 2007	Alliance of Universities for Democracy (AUDEM), Conference: Cluj, Romania. http://www.audem.org <u>Presentation Topic</u> : Atrophy of Moral Imagination in Pluralistic Organizations: The role of leadership education in restoring ethical authenticity.
July 2007	Association of Leadership Educators, Annual Conference, Fort Worth, TX. <u>Presentation Topic</u> : Fostering Moral Imagination
November 2006	International Leadership Association, Annual Conference, November 2-5, Chicago, IL. <u>Presentation Topic</u> : Increasing the Efficacy of an Online Organizational Leadership Program.
August 2006	Society for Business Ethics, Annual Conference, August 10-13, Atlanta, GA. <u>Presentation Topic</u> : Using the Case Method to Teach Leadership Ethics
July 2006	Association of Leadership Educators, Annual Conference, July 10-12, Bozeman, MT. <u>Presentation Topic</u> : Using Backwards Design to Develop an Online Organizational Leadership Course.
July 2005	Division of Child and Family Services Administrative Meeting. Presentation of DCFS study/dissertation findings and implications
November 2004	Alliance of Universities for Democracy (AUDEM), 15 th Annual Conference: November 7-10, 2004, Pecs, Hungary. http://www.audem.org <u>Presentation Topic</u> : Technological development and exchange: Comparative findings for teaching students at a distance.
October 2003	Alliance of Universities for Democracy (AUDEM), 14 th Annual Conference: October, 26-29, 2003, Vilnius, Lithuania. http://www.aubg.bg/audem/ <u>Presentation Topic</u> : Reaching Students at a Distance: Lessons Learned From a Pedagogical Transition Driven by Technology
November 2002	Alliance of Universities for Democracy (AUDEM), 13 th Annual Conference: November 9-13, 2002, Timisoara, Romania. <u>Presentation Topic</u> : Incorporating leadership capacity in the academic curriculum.
November 2001	Alliance of Universities for Democracy (AUDEM), 12 th Annual Conference: November 4-7, 2001, Sofia, Bulgaria <u>Presentation Topic</u> : Consequences of childhood poverty as it relates to human rights in the western world
October 2001	Division of Child and Family Services (DCFS). <i>Training of DCFS Workers: Utah's House Bill 259</i> (Differentiated response)

INVITED KEYNOTES

- October 2014** Dorian Studios Annual Gathering: Spokane, WA.
Topic: Resilient Leadership: What the mountains teach us about a learning mindset
- March 2015** Chamber of Commerce: Coeur d'Alene, ID
Topic: Leadership Metanoia: What adventure teaches us about positive organizational behavior

FORMER RESEARCH, TRAINING & DEVELOPMENT PRODUCTS

- 2006** Organizational Ethics course design using the Competency Assessment in Distributed Education (CADE) workshop.
- 2005** Consulting services with Caliber Associates on leadership development and organizational change. Developed Logic Model for organizational leadership and organizational development.
- 2005** Program Evaluation of the Weed and Seed Program of Salt Lake City, Utah. Process and outcome evaluation of four-year program and its core Federal components.
- 2003 – 2004** Technology Assisted Curriculum Center Fellowship, University of Utah, College of Social Work. Develop curriculum, teach course, and evaluate outcomes of graduate level research course taught through online and in-class platforms.
- 2003** Popa, A. & Madsen, L. (2003). Website Development, University of Utah, College of Social Work – [Social Research Institute](#)
- 2002** Research Analyst, University of Utah, College of Social Work
Pro-bono consulting services to develop pre & post evaluation for [NAMI](#) Utah, measuring education and intervention outcomes for depression, alcohol, drugs and eating disorders.
- 2002** Research Analyst, University of Utah, College of Social Work.
Curriculum Development for Master of Social Work Program
MSW Course: Advanced Supervision & Administration in Public Services
Ethics in Social Work, Child Welfare
- 2001 – 2002** Research Assistant/Analyst, University of Utah, College of Social Work.
Program development and evaluation – [The Christmas Box House](#)
- 2001** Research Assistant/Analyst, University of Utah, College of Social Work
Training – Department of Children and Family Services, Utah's House Bill 259, Differentiated Response.